



UNITED STATES AIR FORCE TALKING POINTS

Diversity and Inclusion – March 2015

VISION: THE WORLD'S GREATEST AIR FORCE—POWERED BY AIRMEN, FUELED BY INNOVATION

“This is not just about how we look. It's about our readiness. It's about our capabilities today and for the future. It's about how we are going to perform as an Air Force...in this very uncertain geopolitical environment.”

Deborah Lee James
Secretary of the Air Force

Diverse Service

- **The strength** of the Air Force is our **Airmen**. Our talented Airmen come from **diverse experiences and backgrounds** across the United States...truly representing a cross-section of America. **We are America's Airmen**.
- The **men and women** serving in the U.S. Air Force **are representative of the diversity of our nation**. We value this diversity and it's **one of our greatest strengths**; our Airmen come together to produce an incredible team that can accomplish any mission and **overcome any challenge**.
- The Air Force's greatest asset is its **diverse, innovative and technically savvy workforce**.
- We must tap into the **vast talent pool** within our **richly diverse country** in order to recruit highly-motivated, talented, innovative thinkers to combat increasingly sophisticated adversaries.
- The story of the Air Force is a **story of innovation**. Airmen, using their unique perspective – **to go over...not through** – that spirit of innovation remains central to everything we do - winning the fight and shaping the future.
- Diversity has made our nation and Air Force stronger and to remain the world's premier Air Force, we must attract, recruit, develop, mentor, and retain the best possible talent.
- **Diversity of thought**, enabled by an organization of innovative Airmen who represent and are valued for differing backgrounds, cultures, experiences, and highly-specialized competencies contribute to the **greater agility we seek**.

Diverse Recruiting/Opportunities

- It is essential **we continue to attract** the country's **best minds and talent** to accomplish the **complex missions** we take on every day.
- The Air Force offers many career opportunities for men and women who are interested in excelling in challenging environments, who seek adventure, and want to do something amazing with their lives.
- Today's Air Force is **globally engaged and responsive despite being at its smallest size in history** and we continue to focus our efforts on readiness across the full spectrum of military operations.
- The Air Force is comprised of more than 680,000 Airmen, made up of Active Duty, Guard, Reserve and civilians. **Today more than 22,000 Airmen are deployed to 90+ locations**.
- Most people who join the Air Force don't join for just the career; they join because they want to be part of a world-class organization, to serve their country, and learn valuable skills. The **camaraderie and friendships** you build in the Air Force last a lifetime. The Air Force offers you the opportunity to give back to America and **be part of something bigger than yourself**.

Career Intermission Program (CIP)

- CIP is aimed at allowing **top performing Airmen** the flexibility to **manage short-term conflicts** between **service responsibilities and life priorities**.
- **Airmen permanently separate** from the Air Force for many reasons, some of which are **short-term issues**. CIP offers the flexibility to attend to personal and professional needs **without having to choose one over the other**.
- A **healthier work-life balance** enables Airmen to enjoy a rewarding personal life **while managing career demands**.
- Given the demands of military service in wartime, **CIP may alleviate some work-life demands** by allowing top performers a chance to **take a break and focus on other obligations**.

AIM HIGH...FLY, FIGHT, WIN



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Use of Panels in Civilian Hiring

- Our senior civilians, just like our military leaders, can also benefit from diverse backgrounds, experiences, demographics and perspectives in order to provide innovative leadership, vision, and execution for our service.

Post-Pregnancy Deployment Deferment

- Deployment and family issues were cited by females in exit surveys as **two of the issues of concern** when leaving the service, contributing to **attrition at twice the rate of men** for those **between 4-7 years of service**.
- The Air Force provides multiple programs that enhance the capacity of Airmen to effectively manage stress, and extending the **deployment deferment** for new mothers provides additional time to adjust and **build family resiliency**.

Career Path Tool

- **Mentoring fosters a culture of inclusion** for all Airmen while **maximizing their strengths** and it plays an important role in shaping leaders of character, discipline and vision.
- The Career Path Tool will be improved to provide the **best possible support to Airmen as mentors and mentees**, creating strong mentoring partnerships and allowing Airmen to be actively involved in their career management.
- Leaders across the Air Force must **create environments that promote the development and mentorship** of Airmen with different backgrounds and perspectives so they continue to grow and thrive.

Diversity and Inclusion Requirements for Development Team Boards

- Our Development Teams have a **responsibility to shape their career fields** to meet the needs of the future force.
- **Diversity of thought**, enabled by an organization of innovative Airmen who represent and are valued for differing backgrounds, cultures, experiences, and highly-specialized competencies, contributes to the **greater agility** we seek.

Promotion Board Memorandum of Instruction

- To ensure only the **best qualified officers** are selected for promotion or recognition, board members are instructed to seek officers who have demonstrated they will nurture **and lead in a diverse and inclusive Air Force**.
- Board members are instructed to find officers who demonstrate **commitment to the welfare of Airmen** and to the core values of Integrity, Service and Excellence.

Identify Enlisted Airmen for Officer Training School

- Our enlisted force is an amazing pool of high-performing, well-educated personnel, ready to take on new challenges within the service.
- The Air Force is looking for enlisted members who have demonstrated the ability to mentor and lead in a diverse and inclusive Air Force culture to apply for one of the more than 500 Officer Training School slots available for those eligible.

Reserve Officer Training Corps Rated Height Screening Initiative

- Increasing access to the standard rated height waiver process will establish additional opportunities for ROTC cadets to obtain the appropriate documentation will maximize our talent base.
- Moving the measurement process to ROTC Field Training to reach the greatest number of cadets will save travel costs and open up more rated opportunities for a greater pool of ROTC cadets.

Increased Female Officer Applicant Pool

- Despite a rich pool of talent across our nation, our female officer applicants typically comprise only 25 percent of our applicant pool.
- An applicant pool goal of 30 percent will encourage the next generation of innovative leaders to apply for our officer corps.

AIM HIGH...FLY, FIGHT, WIN